May 10 Meeting with SSG re Workplans & Agency Info Requests

STAT Participants:

STAT ICS:

STAT Counsel rep [   ]; FBI: Meisten; NSA: [   ]
MI: Ressler;

General Comments

STAT [   ] noted the workplan was not forward looking enough, and objectives were stated in near-term. They expected a more future based plan. Now, everything points to data collection rather than conclusion drawing. They would like more examples of how the data would lead to judgments/projections for the future. The data call and the resource implications of the task objectives do not seem to link with a move from baseline date to a future-oriented approach.

Past NAPA work has been bottom up, permitting building on details and projecting. They would suggest that while building the baseline is necessary, it is time for a top-down view. Data gathering as needed, but not as a fundamental part of NAPA's work.

They do see some things as outside the task of our charter. First, the polygraph. This should be sidestepped except as a
STAT consequence to the personnel system. [   ] noted that NAPA has no intention of saying that the polygraphy is an "effective/ ineffective" mechanism or making any other judgments. However, it is clear that some of the congressional committee staff are interested in its role in personnel security, and NAPA is not about to be in the position of knowing little about it. The work will be in the context of the polygraph as a personnel security tool.

STAT [   ] asked [   ] of CIA to summarize the group's comments in some key areas. He began by discussing some aspects of the May interim report, particularly those related to the proposed changes
STAT now with the Hill. [   ] asked him to move into the Workplan and Agency Info Requests, which were the more current documents. He moved to Task I (uniqueness) and asked what exactly it meant.
STAT [   ] said that the Panel needs some criteria/decision guidelines for drawing conclusions and making recommendations. Now, the argument put forth for making changes to the intelligence personnel systems is "we need it to be competitive". This is circular logic. The Panel needs a basis for making value judgments about whether this community (or part of it) needs to be treated differently from
STAT other parts of government. [   ] noted that the legislative history is not detailed -- much of the discussion was not recorded for
STAT security reasons. [   ] said that we need to start with what's known. General Counsel rep noted that there is a presumption (with the '47 Act) that the CIA is unlike other organizations. Personnel practices need to be broad enough to let the DCI do what is
STAT necessary. This is the rationale for management flexibility. [   ] noted this ties in with the point he was trying to make earlier --he thinks the crux our the issue is that the agencies need sufficiently flexible personnel systems to meet the needs of their (unknown) changing missions. Page 8 of the May report.

Task II (future mission) - Needs to relate better to the concept on page 8 of the interim report -- serving as the basis for evaluation.

Task III (future workforce) -- No comments.

Task IV (more diverse workforce) -- Would prefer to see it relate to page 11 of the report, in which NAPA states the two goals of work in this area. The task IV data could ba a litigation roadmap for statististics in equal employment cases. They would like to avoid the legal threat and still meet Congressman Stokes' interests. The General Counsel rep noted that what goes to EEOC is bland, decentralized reporting. Can the report get at how they need to improve to meet future workforce needs without a detailed compilation of statistics? This detailed data may not be too useful to NAPA, but would be most unhelpful to them.

STAT   _____ said NAPA has three ways to look at this issue -- comparing community data to EEOC data for agencies with similar positions and grade structures, looking at data over time, and looking at who is in the positions that traditionally serve as feeders to management positions.

STAT   _____ said they would like to sit with NAPA and work through this. Barry Rosenberg, EEO attorney, will be helpful. General Counsel rep noted that validation is honored by the federal government more in the breach. All procedures of the CIA (and probably the rest of the
STAT   community) are validated in the strictest sense. _____ noted that this is a tough issue.

Task V (staffing) -- To the agencies, the main concern is the future, but the NAPA request seems to just want to proove that "you're alright now." They are concerned that if NAPA focuses on
STAT   the current situation it will undercut the future. _____ noted that NAPA needs to know if the situation is really as good at the data indicate. For example, a recent OPM survey said that a majority of mid-level supervisors say quality of staff is down. The
STAT   work needs to convince people "you're doing alright." _____ also
STAT   noted that Task V plugs into Task II (future workforce). _____ noted that NAPA has looked at the critical skill areas noted in Congress (foreign languages, computers, mathematics, engineering), but maybe there are other ones to look at for the future. Agree NAPA needs to better weave III and V together.

STAT   _____ noted tht they aren't trying make a case for "crisis today;" they want ideas on what can be done now, at relatively low cost, to be competititive later. Try not to let the analysis in V put too
STAT   short a lense on NAPA's perspective. _____ noted that, at NSA, the reason there are no big troubles now is because they change the (pay) scales every six months.

STAT   _____ noted that the Panel members want some quality indicators - not one set of them.

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Task VII (Personnel security) -- [ ] noted the validity of the polygraph as a screening tool can be demonstrated by anecdote, but the issue is a "loss leader" if NAPA gets into the literature. The General Counsel rep noted the security process is "intrusive,

STAT inconvenient and unpleasant." [ ] repeated that NAPA would be looking at the area largely with the idea of fully understanding it and how it affects the recruiting or retention process.

Task VI (Training) -- The data requested will be difficult to get!! Bigger questions are how long are education skills 'active,' what are retraining costs versus benefits, do they need more cross training, what about the job market containing a larger proportion of people who are poorly educated. NAPA also needs to realize that the intelligence agencies train people in areas in which no private

STAT training is available. [ ] noted that this information request
STAT would change. [ ] emphasized that the data call itself is intrusive and difficult, but they have no problem with the tasks in this area.

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Task VIII (future mission) -- [ ] said that they would like to see NAPA resources/prestige saying what more should be done to look toward a personnel system for the future. Don't assume the agencies themselves have come up with the most creative ideas.

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[ ] reemphasized the need for a future focus. They would like an introductory paragraph at the beginning of each information request. Some people will only be seeing this piece of NAPA's work, and it would help to put it in the context of the study's overall goals. He thought the timelines on the information requests were reasonable.

Meetings on the Agency Information Requests

Uniqueness:	May 11 at 10 AM
Staffing:	May 12 at 2 PM
Training:	May 17 at 10 AM
Security:	May 17 at 2 PM
Diverse Wkfc:	May 18 at 10 AM

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